## Department of Education Facts - FY '07

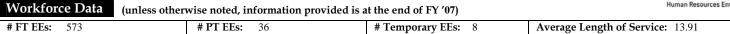
http://www.iowa.gov/educate/

## **General Information**

Grimes Building Address: 400 East 14th Street

Des Moines, IA 50319-0146





Span of Control: 14.02 % Performance Evaluations Completed: 87.16% **Total Unemployment Insurance Claims: 2** 

Employee Age Groups			Supervisor Age Groups			oups_	<u>Females</u>		<u>Males</u>		
<25	0	45-54	182	<25	0	45-54	18	# of Females:	400	# of Males:	173
25-34	55	55-64	201	25-34	1	55-64	20	% of WF:	69.81%	% of WF:	30.19%
35-44	126	65+	9	35-44	4	65+	1	Average Age:	49.58	Average Age:	50.12
Employee Average Age: 49.74			Supervisor Average Age: 53.32			53.32	Average Length of Service: 13.48		Average Length of Service: 14.90		

Minorities		Breakout of Mino	<u>rities</u>	Non-minorities	
# of Minorities: 32		# of African-American:	14	# of Non-minorities:	533
% of Workforce:	5.58%	# of Asian:	10	% of Workforce:	93.02%
Average Age:	48.20	# of American Indian:	1	Average Age:	49.71
Average Length of Service:	13.35	# of Hispanic or Latino:	7	Average Length of Service:	14.03

Persons With Disabili	<u>ities</u>	Persons With Non-Disabilities		
# of Persons With Disabilities:	52	# of Persons With Non-Disabilities: 481		
% of Workforce:	9.08%	% of Workforce:	83.94%	
Average Age:	52.50	Average Age:	49.23	
Average Length of Service:	16.44	Average Length of Service:	13.51	

Officials/Administrators	Professionals	Technicians	Protective Service: Sworn
EEO Category 1: 35	EEO Category 2: 313	EEO Category 3: 100	EEO Category 4: 0
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 120	EEO Category 7: 3	EEO Category 8: 2
Separation Rate: 7.41%	Hire Rate: 6.90%	Number Hires: 33	Transfer In: 8
Retirements: 10	All Terminations: 1	Voluntary Quits: 22	Transfer Out: 11

# of Classes Used: 74	Most Populous Classes: Education Program Consultant (104), Rehabilitation Counselor (103), Disability Examiner Spec (44)					
Separations - By Class:	Rehabilitation Counselor (9), Education Program Counsultant (8), Secretary 2 (3)					
# Eligible for Retirement:	134	% Eligible: 23.39%				

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

Vacation Payouts: \$312,623.82	Sick Leave Payouts: \$62,000	<b>Annual Payroll:</b> \$35,811,175.54	Avg. Base Salary: \$56,856	Overtime Days Worked: 224.4	
Overtime Cost: \$57,687.43	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$2,000.00	Exceptional Job Performance Pay: \$0	
Workers' Comp Payouts: \$1,142,573.84	Vacation Pay - Earned Value: \$2,766,319.62	Vacation Days Earned: 12,322.8	Vacation Used Expense: \$2,652,080.12	Vacation Days Taken: 12,064.3	
Workers' Comp Days Used: 238	Sick Leave Days Earned: 9,196.8 Sick Leave -Earned Value: \$2,020,557.16	Reg. Sick Leave Used Expense: \$1,079,412.85	Reg. Sick Leave Days Used: 5,177.2  Avg. Sick Leave Days Per EE: 9.04	Converted Sick Leave To Vacation Days Used: 873.5 Converted Sick Leave To Vacation Used Expense: \$191,653.77	
Injury Leave Used Expense: \$0	Injury Leave Days Used:	Classification Appeals: N/A	Reclassifications Up (Filled): 25 Up (Vacant): 1	Grievances Contract Grievances: 0 Disciplinary: 0	
Funeral Leave Used Expense: \$38,845.09	Funeral Days Used: 182.8	Extraordinary Pay: \$17,384.61	Down (Filled): 12 Down (Vacant): 6 Lateral (Filled): 0	Language: 0 Non-Contract Grievances: 0 Disciplinary: 0	
Jury Leave Used Expense: \$6,112.52	Jury Leave Days Used: 26.1	Special Duty Pay: \$0	Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$(36,400.00)	Language: 0 Arbitrations: 0	

<sup>\*</sup> based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

## Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '07) RUU:	N/A	Minorities: Current Year (FY '07) RUU: 1	PWD: Year (FY '07) RUU:	2
Current Year (FY '07) Goal:	N/A	Current Year (FY '07) Goal: 1	Current Year (FY '07) Goal:	2
Goal Achievement (FY '06):	N/A	Goal Achievement (FY '06): No, 5/2	Goal Achievement (FY '06):No,	2/-10

Sources: AS400 Queries; "Just the Facts for FY07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: August 15, 2008

